

MANUFACTURING MATTERS

Third Annual Live2Lead Event and First Annual MACNY Transformational Leadership Award



On October 20th, leaders from across Central New York gathered at The Lodge at Welch Allyn for Live2Lead 2017—a broadcast event from Duluth, Georgia. A full crowd heard John Maxwell, Dave Ramsey, Cheryl Bachelder, and Warrick Dunn share from their years of real life experience.

In addition to the Live2Lead event, MACNY also honored Eric Pietrowski, Production Team Leader at Kris-Tech Wire Company, as the recipient of MACNY's First Annual Transformational Leadership Award. Eric was nominated by Kris-Tech's VP of Operations, Jeff Manzo. Eric is recognized by his colleagues for his commitment to every aspect of

the Kris-Tech values, his focus on empowering others to be leaders, and his passion for what he does. He is also recognized for his dedication to the Kris-Tech CARES team (an initiative focused on giving back to the community in a positive and impactful way on a monthly basis) and Kris-Tech University (a collaborative initiative to create a personal and professional development curriculum for all Kris-Tech Team Members).

Jeff also shared that, "Eric genuinely cares about each and every Team Member at Kris-Tech. Eric's commitment to his Team Members is demonstrated through a series of small acts everyday...It's the accumulation of these small acts, in addition to everything else he does, that demonstrates Eric's ability to lead. He may not acknowledge it, but his actions ultimately have a profound impact on Kris-Tech's culture, success, and future."

This year's Transformational Leadership Award was sponsored by Stickey, Audi & Company.

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We are excited to be holding Maximize Your Membership sessions on the second Thursday of each month from 9 AM - 10 AM.

Mark your calendars for our next three meetings...

November 9 December 14 January 11

Please contact Julianne Pease at jpease@macny.org or 315-474-4201 ext. 11 to sign up for any of our upcoming sessions!

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If you know of companies that could benefit from a MACNY membership, please contact Julianne Pease at 315-474-4201 ext. 19 or jpease@macny.org.



Randy Wolken
President & CEO

Are You Ready for What the World Demands?

Most leaders I meet today are facing a level of uncertainty and change that they have never felt before. Leaders are challenged to redefine what they are doing in order to be more competitive because they can no longer just continue to do what they have done in days past. They cannot count on maintaining their market share and current customers as an automatic outcome of having served these markets and companies before. The world is different and becoming more different each and every day.

Technology and change are redefining how we do everything! The speed of technological change is exponential. Its impact is dramatic. Organizations are finding it difficult to keep up and they lead teams that look to them for the answers. For those organizations that have leaders who can and do use the explosive combination of technology and talent, great rewards have followed. Leadership - at all levels - is the defining competitive advantage. In a time of rapid change and uncertainty, decisions must be made and executed upon for success to follow. To do nothing is to fail. To do what you did yesterday is to become obsolete.

Talent is more important than ever - and gaining in importance daily. Technology gets all the media coverage but, it's people that must properly deploy and use the technologies. Talent is taking center stage. It is more than just hiring talented people. Talent that is not properly led will flounder - and eventually leave the firm. Talent must be located, inspired, hired, developed, and energized for firms to succeed today. Not to do so, leaves the company susceptible to competition that does just that. Success today goes to the most talented, best led, and most sustainable firms.

It has become about millennials. The largest present - and future - workforce is comprised of millennials. By the year 2020, 65% of the workforce will be millennials. However,

most organizations are completely unprepared for the tidal wave that is about to hit them. Those who are will thrive. Right now boomers lead most of our organizations. But, that is about to change. There are just not enough of them. Who is next? GenX and millennials! It is incumbent upon us boomers to get the next generation ready to be successful.

MACNY has added an entire suite of services to help leaders and their teams prepare for and navigate the constant change that pervades every element of the business world today. We have added executive and leader coaching, mentoring, new skills training, e-learning platforms, technology forums, individual professional development offerings, and new council offerings for professionals.

Maybe it has been awhile since you have had a MACNY staff member sit with your team to outline how our successful members are navigating the sea of change around them. If so, we welcome the opportunity to discuss our hundreds of events and training offerings we hold each year. No association in the State of New York offers a more diverse and comprehensive agenda to help your organization thrive in today's rapidly changing environment. If you would like to learn more, you can contact me or any one of MACNY's team members to schedule an individual or group conversation at MACNY or your location. Our contact information is available on the back of this newsletter.

Change is inevitable - but success is not. Let us help you thrive - like we have been helping members do for over 104 years. No change is too small or large for us to assist you with. Please let us help leverage the collective wisdom of over 300 member companies with over 50,000 employees. Together we can continue to compete - and win.



Karyn Burns

VP, Government Relations & Communications

GOP Leadership Releases “Big Six” Tax Framework

In late September, Republican leadership in the House, Senate, and White House released their collectively proposed framework for a comprehensive tax proposal. The proposal, referred to as the “Big Six,” was introduced by its sponsors as an incentive to lower taxes on business investment, while simplifying a number of aspects of the current federal tax code.

The proposal itself was the long anticipated “tax solution” touted by the new Administration, and outlines significant overhaul and recommendations for Personal Income Taxes, as well as Business Income Taxes, and Estate Taxes. While as always, the devil will remain in the details (which in this case will be the interpretation details hammered out in the varied tax writing committees), below is the outlined framework of the Business and Estate Income Taxes, as provided by the Tax Foundation.

Corporate Tax Rate: Lowers the corporate income tax rate from 35 percent to 20 percent. Eliminates the corporate alternative minimum tax.

Pass Through Tax Rate: Creates a new maximum tax rate on pass-through business income, of 25 percent. Calls for, but does not specify, rules for combating abuse of a top tax rate on pass-through business income that is lower than the top tax rate on wage income.

Capital Investment: Allows full expensing for short-lived capital investment, such as equipment and machinery, for at least five years. Does not provide details about the tax treatment of long-lived capital investment, such as buildings and structures.

Tax Treatment of Interest: Calls for a partial limitation of the interest deduction for C corporations, with no additional details. Provides no details about the treatment of interest paid by pass-through businesses.

Business Credits & Deductions: Eliminates the section 199 manufacturing deduction. Calls for the elimination of other business credits and deductions, without identifying specific provisions. Calls for preserving the research and development credit and the low-income housing tax credit.

International Income: Moves to a territorial tax system, in which foreign-source profits of U.S. companies are not generally subject to U.S. tax upon repatriation. Calls for, but does not specify, a global minimum tax intended to protect the U.S. tax base from cross-border income shifting.

Deemed Repatriation: Enacts a one-time tax on previously accumulated foreign-source earnings. Calls for a lower tax rate on liquid foreign assets and a higher tax rate on illiquid foreign assets, but does not specify either rate.

Estate Tax: Eliminates the estate tax and generation-skipping taxes.

With such a recent introduction of this tax policy, MACNY will be working with our members and association partners in determining the specific impact the Big Six Tax Framework will have on our businesses and sector as a whole. As always, I love hearing from each of you, so please contact me at kburns@macny.org or 315.474.4201 ext. 13 if you would like to participate in our efforts.

Source: *The Tax Foundation*, www.thetaxfoundation.org



Cindy Oehmigen
Director of Energy and Corporate Services

May the wind be always at your back

Man has been using wind to "power" things long before electricity was even conceived. As far back as 2000 BC, Egyptian boats were being driven along the Nile by wind. Eleventh century Persians in the Middle East used wind mills for food production. The Dutch used them to drain lakes and marshes. Settlers of the New World began using windmills to pump water for farms. Growing up in the Midwest, I remember seeing the windmills next to the cattle watering tanks (that may be the foundation of my fascination with them today!). I can't say exactly when the power of the wind became an indirect source (conversion to electricity vs. transfer of mechanical energy), but sometime in the 19th century we harnessed the wind and developed the ability to produce electricity. Scotland is credited with this accomplishment. The ability to do that was showcased at the 1890 World's Fair in Chicago. It is not surprising that farmers were instrumental in constructing small wind plants and we have now graduated to utility-scale wind farms that feed back into the electric grid.

The use/support for wind generation has gone through many up and down cycles. Most recently that has been driven largely by the access to reasonably priced oil. If accessible, wind fades into the back ground. It stands to reason the public will gravitate to cheaper. Here in lies the debate.

No one can argue that currently the existing grid is more reliable than a wind source. Storms, unplanned equipment failures, etc. can cause a power outage, but those are the exception. Mostly the typical grid is more reliable vs. wind, which blows when it blows and that is not likely to change any time soon. On an "oranges to oranges" cost comparison it is difficult to prove that wind energy is as cost effective. To incentivize use of renewables, there has been a plethora of programs to induce R&D and investment in wind capability. Considering the unpredictable reliability

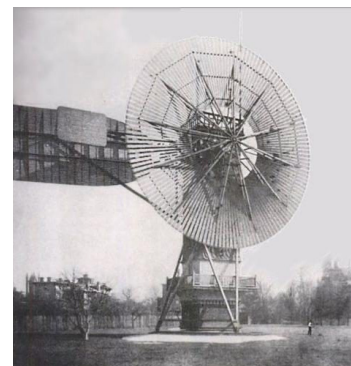
of wind, there is an additional cost factor that needs to be incorporated: the capacity of the grid still must be maintained "in case" it is needed. However...

New York State has an aging infrastructure. To keep it up and running, investments are being made in that grid. There has been significant discussion about using a microgrid model as part of the solution (local power generation, distribution, and controls—like the grid only closer proximity improving efficiency and transmission reductions). Microgrids can integrate with renewable energy sources. Given that need for investment, it may be just the right time to be looking at a different way of managing the energy resources.

Not to mention the risks that are greatly exaggerated when nefarious attacks on a large grid can have devastating results. The focus on cyber security for our grid cannot be more important than it is today.

How might the risk be minimized if there wasn't one large grid, but instead several semi-independent micro-grids? Those conversations are taking place and clearly there is a role for wind generators to play.

Despite the low cost of energy at the moment, it would not be wise to take our focus off diversifying how we produce and deliver energy. That means continued support for R&D programs (such as NYSEERDA) as well as encouraging entrepreneurship in this emerging technology field.



APPRENTICESHIP UPDATE



Martha Ponge
Director of Apprenticeship

Apprenticeship Accelerator Career Training

Where are all the workers?

Most of the manufacturers MACNY works with share the challenge of how to hire middle skill and entry level manufacturing workers who will ultimately become middle skills workers. These workers just don't seem to readily exist in CNY. One of the reasons for this may be that many potential workers are just not aware of the great opportunities for careers that exist in manufacturing.

Is there a better way ?

Is there a new and better way to expose potential workers to the opportunities available in manufacturing, or a new way to hire entry level employees? A program that we began just eight short weeks ago may provide an answer and a reason for optimism.

A better way!

On August 28th we encouraged employers in Madison County to come out and hear about MACNY's new program, The Apprenticeship Accelerator Career Training (AACT), a joint venture between OCC, MACNY, Working Solutions of Herkimer-Madison-Oneida, The American Apprenticeship Initiative, and WDI. We introduced an innovative program for marketing their available positions and informing potential employees about the types of jobs. We assisted employers to directly hire pre-certified, entry level candidates and place them in an intensive 10-week training program prior to the candidates beginning to work directly on the manufacturing floor.

Current Status

Five CNY employers and 10 new hires began the program on September 11th and are currently training for jobs as

CNC Machinists, Electronics Technicians, Maintenance Mechanics, and Electro Mechanical Technicians. All four of these apprenticeship programs have begun simultaneously. A key aspect of the AACT program is that it combines each specific employer's required training, as well as the introductory related technical instruction that is applicable to all of the apprenticeship tracks. Each employer provides on-the-job training applicable to NYS registered apprenticeship in the above noted trades.

So who are these new potential employees?

The class of 10 includes both men and women, veterans, recent high school graduates, and folks that are re-careering. Some have manufacturing experience, many do not. Class runs from 8am-4:30 Monday through Friday - with the additional homework demands, the structure is preparing them for the continued commitment of apprenticeship. While most are Madison County residents, two students drive an hour or more to class and arrive early and ready for class each day. Students are fully committed and overcoming challenges to be part of this program.

It's early, but the AACT program is showing promise

Although we are just off and running with our initial cohort of 10 new apprentices, we are excited and already planning the next cohort to begin in early 2018.

Over the next several months I will provide updates on the progress of this group - in the meantime let me know if you have interest in participating or providing apprenticeship opportunities to our next group, either as a candidate or as an employer. I can be reached at mponge@macny.org.



LEADERSHIP DEVELOPMENT



Jim Beckman
Mentor & Thinking Partner



David Freund
Chief Leadership Officer

A note from David Freund: We at MACNY are thrilled to have Jim Beckman as a strong MACNY supporter, a former MACNY Board Chair, and 2016 Wall of Fame Inductee. Jim is an example of what makes manufacturing in Central New York great. I am very pleased to announce that Jim has agreed to offer his services to our members as a mentor and thinking partner. I look forward to speaking with you about how Jim can help your team. Please feel free to call me at 315-474-4201 ext. 20 to discuss further.

Asking for Help

In a recent article titled *What is the Most Powerful Leadership Question You Can Ask?* Randy Wolken wove a wonderfully compelling argument for the response to be “How can I help you?” Upon reflection, a different question came to mind. As leaders, we rarely ask ourselves: *Do I know how to ask for help from others?*

As we move through our careers, we are taught that problems are best solved by teams. It is the fundamental approach to problem solving in any robust quality system and is typically found on page five of any Management 101 textbook. Even Aristotle knew, “The whole is greater than the sum of its parts.”

So why when we finally have the leadership role that we worked so hard to achieve, do we suddenly believe that we have to solve all of our problems ourselves? Did we suddenly, as a result of our new title or larger office, have an epiphany that blessed us with the wisdom to discern all and to act most wisely? And why are we brainwashed into believing that “it is lonely at the top?” Must we throw away the collaborative model once we reach the C Suite? The obvious answer is no. So why do we act this way?

A few years ago, Northwestern University did some interesting research on this subject. They referred to team collaboration as “knowledge sharing.” Their thesis proposed that knowledge sharing can greatly enhance an organization’s performance but only in the presence of trust. Trust among the team members allows for deeper and more significant sharing of knowledge, which leads to better solutions to problems. While it sounds simple, how do we take that leap?

Trust is the key word. Trust that others can be confided in and can give good counsel. And more importantly, trust that our relationship will not be negatively influenced by the sharing of knowledge or revealing our problems. We may know of someone we trust within our own organization, with whom we could share problems and seek help. However, this person is often a subordinate with whom we might be reluctant to share knowledge because we feel that this would burden them with larger problems, and ultimately that would not be good for the organization. This presents quite a dilemma.

As a solution, I propose that we have a great resource right here in Upstate New York – MACNY, with over three hundred member companies, all of which have leaders who, at some point, have wrestled with this very issue. Over the years, I have often asked for help from a trusted MACNY peer, and I became a better leader for it. But, most importantly, I was able to confidently share knowledge and end up with a better solution to a problem that truly helped improve my company’s performance.

If you are wrestling with a difficult problem, *do you know how to ask for help?*



Patty Clark
HR Services Manager

Should you be friends with your coworkers?

I recently read an article written by Virginia Backaitis in the New York Post, titled *Friends with benefits – Being BFFs with your coworkers pays dividends*. It was about a company where employees were friends with their coworkers. The company even goes so far as to tell jobseekers that if you don't want to be pals with your coworkers don't even bother applying. They only hire friends, friends of other employees, etc. I think you get the idea.

The CEO felt his employees have to like each other and want to hang out with one another. While most companies certainly have employees that are friends, this one seems to go a step further. They all know very personal items about each other, from a long term break up to infertility. The CEO feels that if the staff knows about the personal lives of each other, they will know why a person is acting a certain way, that it may be temporary, or another staff member may be able to help. While not all working environments feel this strongly about being this close to your coworkers, according to Annie McKee, author of *How To Be Happy at Work*, "having friends in the workplace makes you happier. And when you are happy, you tend to be more productive and do better at work."

Our jobs can be more satisfying when we are able to make friends. According to a survey conducted by psychologist Jean M. Twenge, "groups of friends outperform groups of acquaintances in both decision making and effort tasks." While making friends at work can affect our productivity in a positive way, it can also add to our overall happiness not only in the work place but also our everyday lives.

Developing deep friendships is good overall for the employee as well as the employer. Google and Facebook both feel it is important enough to provide opportunities

for their employees to bond. This bond building is provided through joint sports, exercise, and even meals, which are "good ways to foster cooperation." Some organizations such as McKinsey and Chevron, are developing alumni networks like colleges do. The networks encourage employees to see the importance of developing friendships on the job even when they don't stay at a job for years like workers did in the past.

Sometimes developing a deep relationship isn't necessary to have a "high-quality connection" with a coworker. Jane E. Dutton, professor at the University of Michigan finds that working on a single project can build engagement and trust for employees. This respect and trust may lead to friendship on a deeper lever on or off the clock. It may just make for a better work environment knowing you can trust a coworker or enjoy working with them based on their expertise or work ethic.

I have found in my research for this article, it is important to develop a friendship with your coworkers. The level of friendship is up to you, but no matter how strong the friendship, it can only benefit you on and off the job.

Sources:

<https://www.nytimes.com/2015/09/06/opinion/sunday/adam-grant-friends-at-work-not-so-much.html>

http://www.huffingtonpost.co.uk/matthew-finch/the-importance-of-having-3_b_17305330.html

New York Post, Monday September 25, 2017 – article *Friends with Benefits* by Virginia Backaitis

Hot Off The Line

Q - New York Paid Family Leave (PFL) takes effect January 1, 2018. What are the employee eligibility requirements?

A - An employee with a regular work schedule of 20 or more hours per week is eligible after 26 weeks of employment and employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked. More information can be found at: https://www.ny.gov/sites/ny.gov/files/atoms/files/PaidFamilyLeave_BusinessOwnerFactSheet.pdf

HR Stats & Facts

- The top three frequently cited standards by Federal OSHA in 2016 were: #3-Scaffolding, general requirements, construction; #2-Hazard communication standard, general industry & #1-Fall protection, construction. *Source: www.osha.gov/commonstats*

Fun Facts

- The Erie canal was formally opened in November: November 4, 1825 to be exact. *Source: www.grablists.com*
- November starts on the same day of the week as March every year. *Source: www.ten-facts.com*

DID YOU KNOW?

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CPI

Wage/Clerical	August	July	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	713.2	710.8	2.5	0.3%	1.9%
1982-84=100	239.4	238.6	0.8	0.3%	1.9%
Urban					
1967=100	735.5	733.3	2.2	0.3%	1.9%
1982-84=100	245.5	244.8	0.7	0.3%	1.9%
Unemployment Rates					
August - Onondaga County: 4.6; Metropolitan Syracuse Area (MSA): 4.8					



LIBERTY
TABLETOP
A DIVISION OF SHERRILL MANUFACTURING, INC.

Located in Sherrill, NY, Sherrill Manufacturing--Liberty Tabletop is the only manufacturer of stainless steel flatware in the nation. Gregory L. Owens, CEO, recently met with MACNY Member Focus to answer a few questions.

MACNY: What does your company make or do?

GO: We are the only manufacturers of stainless steel flatware in the United States. Our company makes the Liberty Tabletop line and we also manufacture flatware for other specialty brands such as Cutco, Kleynimals, Heath Ceramics, Farmhouse Pottery and others. Sherrill Manufacturing also has a contract with GSA and supplies part of the flatware used by the U. S. Military.

Currently we are expanding our business model to go beyond just flatware and will soon become a complete Made in America brand for everything you need relating to tabletop and kitchen.

Where are your products sold?

GO: Our main focus is on the B2C business model selling the Liberty tabletop brand on our website. We also sell on the web via Amazon and 12 web re-listers which mainly focus on American made products. Liberty is also found in several small retail outlets but we do not sell through mainstream retailers such as Macy's , Bed Bath and Beyond, or Walmart. We do have contracts with several brands and produce private label for them. Our biggest single customer is the U.S. Government via GSA and GSA Advantage.

How has business been going for you?

GO: Web sales via the Liberty Tabletop site are growing nicely although not at the pace it grew at last year. We believe that there was a pullback after the election on the Made in America theme. People were basically tired of hearing anything political in nature but we sense it is rebounding a bit lately.

Our business with the Government is steady and growing and our OEM business is growing as well.

What are some of the challenges you encounter operating in NYS?

GO:

- We have always enjoyed a good relationship with the DEC which is something many complain about. The fees are a bit high but other than that we have no issue.
- Property taxes are outrageously high.
- The workers' compensation area is an issue although we were able to work with the ratings board to have our classification corrected.
- The social welfare system is taking its toll on the workforce. We know there are 100+ able bodied young men and women living in Oneida who could work tomorrow. Unfortunately, they have figured out that they can get more money and benefits by playing the social welfare system. It is particularly bad in New York and getting worse as Albany hands out more and more. This is not only a problem in New York I believe it is becoming a national crisis. Businesses like ours can not find workers as they have literally dropped out of the workforce and onto the social welfare rolls.



MEMBER FOCUS

- If you can find workers they are not trained. For decades people have been told to go to college. The result is a lot of college grads with worthless degrees, no jobs, and lots of debt. What we need are people trained in the trades and hopefully government supported apprenticeship programs to train young people in specific jobs. This is something we will be working on with MACNY as we expand production and train the next generation of flatware manufacturers.

What are some of the benefits of operating in NYS?

GO: Economic development organizations from EDGE to ESD have been great to us. The cost of living, except for real estate taxes, is lower than major metropolitan areas so the quality of life is better for our workforce than it may be otherwise.

What has contributed to your company's success?

GO:

- The B2C business model has allowed us to compete with established flatware brands who rely almost exclusively on mainstream retail to distribute their product.
- Growing support for American Manufacturing, from both sides of the political extremes, has been very helpful. Until the recent presidential campaign American manufacturing received nothing more than rhetoric from Washington while behind the scenes the established Republicans and Democrats supported the globalist agenda, counter to their rhetoric. That seems to have changed and is a positive development for us and for manufacturing employees in general.
- The internet and social media marketing are driving our business forward. Traditional retail is a dying business model. We are latched onto the web and will likely be staying away from mainstream retail going forward.

Why are you a MACNY member? What service or resource do you most utilize?

GO:

- Hiring and developing qualified workers at the factory level
- Helping us spread the word about our company
- Understanding and taking full advantage of NYS economic development programs
- Assistance with networking in Albany and Washington to advance the cause of American manufacturing and our company

Please share additional thoughts on manufacturing or doing business in Central New York:

I have spoken with many struggling manufacturing companies over the past 13 years. The ones who have made it through have been the companies that abandoned the past and are embracing the modern economy which is e-commerce based and driven by the use of Social Media to promote their brand. The internet is the "wild west" of our time and is changing every day. Even the so-called experts can quickly fall behind. It is something that presents many challenges both technical and philosophical in terms of how we must adapt to be successful in 2017. Modern day business leaders are going to either fully embrace this radical change in the American marketplace and make it the central focus of their business from marketing to selling to crowdfunding to hiring and training or they will simply be left in the dust.





Joe Vargo
Executive Director
Partners For Education & Business

8th Annual Manufacturing Careers Day *SRC/SRCTec and Marquardt Switches Host and Sponsor*

Two MACNY member companies opened their doors on October 6 to introduce students and teachers to their high tech advanced manufacturing facilities – SRC/SRCTec in North Syracuse and Marquardt Switches in Cazenovia. PEB and MACNY coordinated this year’s Manufacturing Careers Day, one of hundreds of events held that were part of National Manufacturing Careers Day (www.mfgday.com).

At SRCTec, students and teachers saw a variety of manufacturing careers represented, including some not typically associated with this industry by students: 3-D printing, Visual Communication Tools, Lean Distribution Practices, Human Resources, Statistics, Laser Etching, Program and Supplier Management, SolidWorks Modeling, Accounting, and Inventory Metrics. Hands-on demonstrations were provided at some of the tour stops as well as simulations in the Anechoic Chamber, automated test equipment and more. Important non-technical competencies, such as emotional intelligence, team building, and business acumen were discussed. Story-boards were on display to tie the tour stops to education and professional disciplines and their correlation to salaries, required degrees, etc. A “passport” was provided to each student which highlighted the technology, manufacturing processes and careers they observed at each tour stop.

Marquardt Switches began the morning with a welcome address from Kirk Wardell, company President. The company produces electronic switches, controls and switching systems used in the automobile industry and for power tools and household appliances. Nearly 100 students and teachers donned anti-static jackets and foot straps which were needed in order to take a tour of the manufacturing floor. The students were introduced to demonstrations of some of the equipment manufactured right in Cazenovia and toured several departments including the tool room, shipping and receiving, assembly and electrical production.



*NYS Commissioner of
Education, MaryEllen Elia*

In addition to the student tours and demonstrations, a Business/Education Leadership Forum was held at SRCTec prior to the students’ visit. Mary Pat Hartnett, SRCTec President, welcomed the leaders. The featured guest was the NYS Education Department Commissioner, MaryEllen Elia. The Commissioner shared her perspectives on the importance of business engagement in programs such as P-TECH and CTE (Career & Technical Education). A panel discussion, facilitated by David Freund from MACNY, focused on two of the P-TECH programs focused on high-tech manufacturing careers – one at Auburn High School and one at the Institute of Technology in the Syracuse City School District. Superintendents Jeff Pirozzolo and Jaime Alicea discussed how the program is being implemented, how having career coaches/mentors helps students aspire to achieving higher goals, and the positive impact that it already has on the pathways to manufacturing/tech jobs in our community.

One of the company partners for the Syracuse P-TECH program – United Radio – was represented by James Branche, their Human Resources Manager, who is also a long-standing P-TECH career coach/mentor. James spoke about the return on investment for those businesses that have partnered with the P-TECH programs and how it is producing talented, work-ready candidates for employment. James has first-hand knowledge because United Radio hired three P-TECH students to work at the company this past summer! One of the students, Robert Felder, shared the student perspective on what it was like working in a manufacturing/technology company.

Over 400 students and teachers participated in this year's Manufacturing Careers Day. Students from ESM, Marcellus, Syracuse Academy of Science, Solvay, and West Genesee high schools visited SRCTec, along with students from the Le Moyne College/Syracuse University Liberty Partnership Program, OCM BOCES, and the Syracuse P-TECH Program. Marquardt Switches hosted students from Cazenovia, Stockbridge Valley, and VVS high schools, plus another cohort of students from the Syracuse P-TECH Program.

Many thanks to our sponsors who helped make this event possible:

SRC
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AT&T
Corning
Lockheed Martin
Volpi
Cryomech
Currier Plastics
INFICON
Schneider Packaging Equipment
WestRock
Baker Hughes/GE Inspection
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EJ USA
Morse Manufacturing

Interested in hosting students at your facility or to be a career coach/mentor for P-TECH students in Syracuse or Auburn?

Contact:
Joe Vargo, Executive Director
joev@macny.org, 315-448-1012

Kathy Birmingham, Work-Based Learning Coordinator
kathyb@macny.org, 315-448-1012



From top to bottom: Students learn about the switches made at Marquardt; SRCTec's Quality Engineering Technician demonstrates an automated Coordinate Measuring Machine; Students enter SRC's anechoic chamber; Students visiting Marquardt Switches wear anti-static jackets on manufacturing floor.

Save the Date!

MACNY's Annual Post-Holiday Reception January 18, 2018



Ralph W Earl is pleased to announce their partnership with Universal Robots, the world leader in collaborative robotic technology. Please join us in this unique learning opportunity.

Wednesday, November 15th – Cortland, NY

Country Inn & Suites

3707 West Road – Route 281 Cortland, NY 13045

11:30 – 1:30 pm, open forum to follow

Lunch provided

Feel free to bring products, drawings and application questions!

There will be an **open forum from 1:30 pm to 3:30 pm** if you want to stay after the seminar and discuss your applications with our on-site engineers and product specialists.



Topics:

- [What are Collaborative Robots?](#)
- [Universal Robots overview](#)
- [Application capabilities](#)
- [Financial Benefits and Payback Review](#)
- [Programming Overview](#)
- [Hands-on](#)
- [Q&A](#)

Class size is limited - so make sure you RSVP to reserve your seat early to cobots@rwearl.com

Any questions?

Contact Stephanie Gullen at 315-454-4431 ext. 126 or sgullen@rwearl.com



Month at a glance... NOVEMBER

- 1 Business Development Council: Parker's Pure Maple** - Time: 8 - 10 AM; Cost: No cost for Business Development Council Members & Individual Members / \$40 per non-Business Development Council Member; Presenter: Joshua Parker

- 3 Strategic Sourcing** - Time: 8:30 AM - 4:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$450 per non-MACNY Member; Facilitator: Patrick Penfield, Syracuse University

- 3 "The 21 Irrefutable Laws of Leadership" Mastermind Group** - *Contact mnorcross@macny.org for more information*

- 7 5S Visual Workplace** - Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy & Corporate Services, MACNY

- 8 Finance Council: Measuring Customer Profitability and Controlling Costs** - Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-Finance Council Member; Presenter: Joseph M. Mocciaro, CPA, CMA, Partner, Bowers & Company

- 8 HR Council: HR Advocacy** - Time: 8 - 10 AM; Cost: No cost for HR Council Members & Individual Members / \$40 per non-HR Council Member; Presenter: Karyn Burns, VP of Government Relations and Communications, MACNY

- 9 Maximize Your MACNY Membership** - Time: 9 - 10 AM; No Cost; All are welcome!

- 14 HR Breakfast Briefing - Can you fire anyone for bad attendance anymore?** - Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Michael Dodd, Attorney with Ferrara Fiorenza; Webinar option available

- 15 Mastering Emotional Intelligence, Level 1** - Time: 8:30 AM - 4:30 PM; Cost: \$495 per MACNY Member (\$445.50 per Individual Member) / \$695 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

- 15 Safety council: Tour of Covanta Onondaga, LP** - Time: 8:30 AM; Cost: No cost for Safety Council Members and Individuals Members / \$40 per non-MACNY Member; Location: Covanta Onondaga, 5801 Rock Cut Road, Jamesville, NY 13078

- 15 ISO 9001:2015 Leadership Overview** - Time: 12 - 2 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Tara McInerney

- 17 Technology Council, Plant Engineers Council & Factory Managers Council: Co-bots/Robots** - Time: 8 - 10 AM; Cost: No cost for Technology Council, Plant Engineers Council, and Factory Managers Council, and Individual Members / \$40 per all other members; Presenters: Bill Gerbig, President, Ralph W. Earl Company & John Wen, Head, Industrial and Systems Engineering, Rensselaer Polytechnic Institute (RPI)

- 23 MACNY & PEB Offices Closed for Thanksgiving**

- 24 MACNY & PEB Offices Closed for Thanksgiving**

- 25 Crucial Conversations (2-day training)** - Time: 8:30 AM - 4:30 PM; Cost: \$995 per MACNY Member (\$895.50 per Individual Member) / \$1,295 per non-Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

- 30 HR Council & Technology Council: Cyber Security** - Time: 8 AM - 10 AM; Cost: No cost for HR Council Members, Technology Council Members, and Individual Members / \$40 per non-member; Location: ONEGROUP - 706 N. Clinton Street, Syracuse, NY 13204; Presenters: Jim Shea, CEO, Cyber Defense Institute and Doug McRae, Esq., Bond Schoeneck & King

Unless otherwise noted, all events and classes are held at MACNY Headquarters, 5788 Widewaters Parkway, Syracuse, NY 13214



The Manufacturers Association

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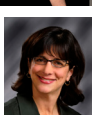
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The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit bulk rate postage is paid at Syracuse, NY.